CITY OF DELTONA, FLORIDA 1 REGULAR CITY COMMISSION MEETING 2 **MONDAY, JUNE 21, 2010** 3 4 A Regular Meeting of the Deltona City Commission was held on Monday, June 21, 2010 at the 5 City Hall Commission Chambers, 2345 Providence Boulevard, Deltona, Florida. 6 7 8 **CALL TO ORDER:** <u>1.</u> 9 10 The meeting was called to order at 6:35 p.m. by Mayor Mulder. 11 <u>2.</u> **ROLL CALL:** 12 13 14 Mayor Dennis Mulder Present Vice Mayor Michele McFall-Conte Present 15 Commissioner Michael Carmolingo Present 16 Commissioner Zenaida Denizac Present 17 Commissioner Janet Devette Present 18 Commissioner Paul Treusch Present 19 Commissioner Herb Zischkau Present 20 Faith G. Miller City Manager Present 21 City Attorney 22 Gary J. Cooney Present 23 City Clerk Joyce Kent Present 24 Also present: Planning and Development Services Director Chris Bowley; Building & Zoning 25 Services Director Cy Butts; Deputy City Manager Dave Denny; Parks & Recreation Director 26 Steve Moore; and Deputy Chief/Fire Marshal Chris Nabicht. 27 28 29 SILENT INVOCATION AND PLEDGE TO THE FLAG: <u>3.</u> 30 Mayor Mulder led the audience in the silent invocation and the Pledge of Allegiance to the Flag. 31 32 Mia Gomez, 2nd Grade, from Timbercrest Elementary School sang the National Anthem. 33 34 **APPROVAL OF MINUTES & AGENDA:** 35 <u>4.</u> 36 1. Regular City Commission Meeting – June 7, 2010. 37 38 Motion by Commissioner Denizac, seconded by Vice Mayor Carmolingo to adopt the minutes 39 of the Regular City Commission Meeting of June 7, 2010 as presented. 40 41 42 Motion carried with members voting as follows: Commissioner Carmolingo, For;

Commissioner Denizac, For; Commissioner Devette, For; Commissioner Treusch, For;

Commissioner Zischkau, For; Vice Mayor McFall-Conte, For; and Mayor Mulder, For.

4546 **B.** Additions or Deletions to Agenda: None.

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5. PRESENTATIONS/AWARDS/REPORTS:

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A. Presentation of Certificates – Trinity Christian Academy Baseball Eagles for winning their 2nd in a row Class 1A State Championship.

Mayor Mulder and the Commission presented Certificates of Recognition to the Trinity Christian Academy Eagles Baseball Team for winning the Class 1A State Championship two (2) years in a row.

<u>6.</u> <u>PUBLIC FORUM</u> – Citizen comments for items not on the agenda.

a) Keith Caven, 1268 Homeway Lane, gave a brief update of the Deltona Youth Soccer Club (DYSC) regarding fees, scholarships, an upcoming event which will include talent scouts, sending uniforms to Haiti and a member of the club playing nationally.

b) Jack Hoyt, 1024 Pearl Tree Road, spoke regarding his concern that the direction the City may be taking in the future, annexation of property, the development of Sterling Park and keeping the City peaceful and tranquil.

c) Deborah Johnson, 1986 Hunter Ave., spoke regarding how she used to be proud of Deltona, budget cuts, employees not being given raises, the firing of City Managers and City Attorneys, cuts in service and short staffed departments.

d) Nancy Schleicher, 1460 Baton Dr., spoke regarding Deltona's first "Hob Nob" with the election candidates on Friday, July 25th from 2:00 p.m. to 4:00 p.m. at Deltona Women's Club in a meet and greet format.

e) Michael Johnson, 1986 Hunter Ave., spoke regarding no longer being employed by the City, fairness in all City operations, explained a specific customer request and he will be providing more information to the Commission in the future.

f) Dennis Casey, 443 Benoit Ave., spoke regarding the Activity Center property, his property which he owns across from the Activity Center and the Commission being in charge of managing and budgeting the City and its future needs.

g) Leslie Watterson, 1258 W. Portillo Dr., spoke regarding her husband being laid off several years ago from the City, employment posting of positions that have been cut and not giving the employees who were laid off from those positions the option to come back to work for the City. She asked the City Attorney to look at the layoff practices of the Human Resources Department.

h) Michael Williams, 2889 Cottageville St., spoke regarding the Neighborhood Stabilization Program (NSP), purchasing properties in a timely manner and the City meeting its goal of encumbering properties three (3) months ahead of schedule. He stated the challenge and the key to the program is how quickly the City will be able to remodel the properties so they can be resold.

7. CONSENT AGENDA:

Motion by Vice Mayor McFall-Conte, seconded by Commissioner Carmolingo to approve Consent Agenda Items 7-A through 7-C.

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Commissioner Zischkau asked to pull Item 7-A for separate consideration because the agenda packet is incomplete and Mayor Mulder stated there is a motion and a second on the floor but, the item can be discussed.

Commissioner Zischkau asked if there is a scope of services for the contract and if Bid #10015 existed because it was not attached to the contract. Mr. Bowley replied he did not put the agenda packet together and he would have to defer the questions to the purchasing department.

Amended motion by Commissioner Zischkau, seconded by Vice Mayor McFall-Conte to omit Item 7-A from the motion and have the item brought back to the Commission with a complete scope of services.

Commissioner Denizac asked if there is still a need for the Commission to approve Item 7-C because it is her understanding that Votran is no longer eliminating Route 200 and Ms. Miller replied that is what Volusia County is recommending but, the final decision would be in September at the Volusia County Council's budget hearing and she does not think it would hurt to say that the City does not support the elimination of Route 200.

Amended motion carried on the main motion with members voting as follows: Commissioner Carmolingo, For; Commissioner Denizac, For; Commissioner Deyette, For; Commissioner Treusch, For; Commissioner Zischkau, For; Vice Mayor McFall-Conte, For; and Mayor Mulder, For.

Motion carried with members voting as follows: Commissioner Carmolingo, For; Commissioner Denizac, For; Commissioner Deyette, For; Commissioner Treusch, For; Commissioner Zischkau, For; Vice Mayor McFall-Conte, For; and Mayor Mulder, For.

29 A. Request for Approval of Award of Bid #10015 Construction Administration Services.

After discussion, the Commission unanimously voted to table Item 7-A and have the item brought back to the Commission with a complete scope of services.

*B. Request for Approval of Award of Bid #10017, Real Estate Broker Services/Seller's Agent for Neighborhood Stabilization Program (NSP).

Approved by Consent Agenda – to approve the award of Bid No. 10017 to both The Property Source and Remax Associates, Inc. for real estate brokers/sellers agent services related to the City's NSP Program, and to authorize the City Manager to enter into agreements for said services.

***C.** Resolution No. 2010-12, Pertaining to the Votran Public Transportation System and expressing the City's opposition to the elimination of Votran Route 200.

Approved by Consent Agenda – to approve Resolution No. 2010-12.

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- A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF DELTONA, 1
- FLORIDA, PERTAINING TO THE VOTRAN PUBLIC TRANSPORTATION SYSTEM 2
- 3 AND VOTRAN'S PRPOSED ROUTE ELIMINATION; PROVIDING FOR AN

EFFECTIVE DATE. 4

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<u>8.</u> **ORDINANCES AND PUBLIC HEARINGS:**

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9 Public Hearing - Ordinance No. 06-2010, Amending Section 70-26 of the City of Deltona Code of Ordinances to amend the definition of a Public Market, for second and final 10 reading. 11

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13 The public hearing was opened and closed as there were no public comments.

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Motion by Vice Mayor McFall-Conte, seconded by Commissioner Carmolingo to approve 15 Ordinance No. 06-2010 at second and final reading. 16

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Mr. Cooney read the title of Ordinance No. 06-2010. 18

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- AN ORDINANCE OF THE CITY OF DELTONA, FLORIDA, AMENDING SECTION 70-20 26 OF THE CODE OF ORDINANCES, CITY OF DELTONA, FLORIDA PERTAINING 21 TO DEFINITIONS: AMENDING THE DEFINITION OF PUBLIC MARKET: 22 PROVIDING FOR SEVERABILITY; PROVIDING FOR AN EFFECTIVE DATE.
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Motion carried with members voting as follows:

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Commissioner Carmolingo For **Commissioner Denizac** For 28 **Commissioner Devette** For 29 **Commissioner Treusch** For 30 **Commissioner Zischkau Against** 31 32 **Vice Mayor McFall-Conte** For **Mayor Mulder** For 33

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Ordinance No. 06-2010 was adopted at second reading at 7:18 p.m.

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Public Hearing - Ordinance No. 07-2010, Amending various sections of the Land В. Development Code to allow Public Markets as conditional uses in the various zoning districts of the City, for second and final reading.

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41 The public hearing was opened and closed as there were no public comments.

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Motion by Commissioner Carmolingo, seconded by Commissioner Deyette to adopt 43 Ordinance No. 07-2010 at second and final reading. 44

- Commissioner Denizac stated she has traffic concerns which she mentioned at the previous City 46
- 47 Commission Meeting and she wants to make sure the issue is addressed.

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Mr. Cooney read the title of Ordinance No. 07-2010.

AN ORDINANCE OF THE CITY OF DELTONA, FLORIDA, PERTAINING TO PUBLIC MARKETS; ALLOWING PUBLIC MARKETS AS A CONDITIONAL USE IN ALL ZONING DISTRICTS OF THE CITY; CORRECTING SCRIVENER'S ERRORS; PROVIDING FOR SEVERABILITY; PROVIDING FOR AN EFFECTIVE DATE.

Motion carried with members voting as follows:

Commissioner Carmolingo	For
Commissioner Denizac	For
Commissioner Deyette	For
Commissioner Treusch	For
Commissioner Zischkau	Against
Vice Mayor McFall-Conte	For
Mayor Mulder	For

Ordinance No. 07-2010 was adopted at second reading at 7:20 p.m.

9. OLD BUSINESS:

A. Consideration of appointment of one (1) member to the Economic Development Advisory Board (Vice Mayor McFall-Conte's appointment) (Tabled May 17, 2010).

Motion by Vice Mayor McFall-Conte, seconded by Commissioner Carmolingo to confirm the appointment of John Augustin (Vice Mayor McFall-Conte's appointment) to the Economic Development Advisory Board for a term to expire May 21, 2013.

Motion carried with members voting as follows: Commissioner Carmolingo, For; Commissioner Denizac, For; Commissioner Deyette, For; Commissioner Treusch, For; Commissioner Zischkau, For; Vice Mayor McFall-Conte, For; and Mayor Mulder, For.

10. NEW BUSINESS:

A. Consideration of appointment of a City representative to the Volusia County Growth Management Commission (VGMC).

Motion by Commissioner Deyette, seconded by Commissioner Treusch to re-appoint Sandy Lou Gallagher as the City's representative to the Volusia Growth Management Commission (VGMC) for a three (3) year term beginning July 1, 2010.

Commissioner Denizac asked if the term of office was definitely a three (3) year term and both Ms. Miller and Ms. Kent replied "yes".

Motion carried with members voting as follows:

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1	Commissioner Carmolingo	Against
2	Commissioner Denizac	For
3	Commissioner Deyette	For
4	Commissioner Treusch	For
5	Commissioner Zischkau	Against
6	Vice Mayor McFall-Conte	For
7	Mayor Mulder	For

B. Request for Approval of Final Site Plan (FSP10-003) for a ± 19.0 acre site constituting of Phase I of the Deltona Village project.

Mr. Bowley gave a brief update of the history of the project and he stated this is a final site plan that has design criteria which is explained in the agenda packet.

Mayor Mulder stated there are some recommendations that the Planning & Zoning Advisory Board made that cannot be enforced per the City's Code and Mr. Bowley replied yes and he went through the recommendations.

Commissioner Zischkau asked if the Development Agreement was approved by the Commission and when and Mr. Bowley replied "yes", on February 15, 2010 and recorded on June 7, 2010. Mr. Cooney stated a clean copy of the agreement was provided to the Commission at the meeting of February 15th along with the agreement that had the underlined and strike through version of the agreement.

Commissioner Zischkau stated from the heading reference down to some of the provisions there is reference to the area wide DRI which Mr. Fowler told the Commission had expired and he wondered if that made the agreement problematic. Mr. Cooney stated he could not say what the intent was but, he would let the Commission know at the next meeting if it is a problem.

Motion by Commissioner Deyette, seconded by Vice Mayor McFall-Conte to approve the Final Site Plan (FSP10-003) for Phase I of the Deltona Village project.

Motion carried with members voting as follows: Commissioner Carmolingo, For; Commissioner Denizac, For; Commissioner Deyette, For; Commissioner Treusch, For; Commissioner Zischkau, For; Vice Mayor McFall-Conte, For; and Mayor Mulder, For.

C. <u>Discussion re: Proposed Ordinance regarding political activity (requested by Commissioner Zischkau).</u>

 Commissioner Zischkau stated the author of the Ordinance Lonnie Groot is an experienced local government attorney and a resident of Deltona. He stated he was surprised to get some resistance to the Ordinance when he passed it out to the Commission at the last meeting. Mr. Groot writes previsions that the City Manager and City Attorney should not be involved in political activity into their contracts and therefore it perplexes him that there could be any opposition to putting this into an Ordinance which is a common way of handling the problem. He stated the reason he thinks this is important to be in an Ordinance is that when staff is prohibited from political activity the Commission is really asking them to give up a fundamental right in exchange for working for the

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Commission. He stated the Commission is the employer for the City Manager and City Attorney and they in turn are the employers for the rest of the staff. He stated when the Commission asks someone to give up or allow them to regulate a fundamental right that is significant the Commission ought to make it clear what is prohibited and what is not prohibited. He stated the reason he would support asking someone to give up a fundamental right is because the potential harm and conflict of interest between the hired employees and the Commission as the political entity of this City creates a serious problem if someone steps over the line so he would encourage the rest of the Commission to support his motion.

Motion by Commissioner Zischkau to adopt Ordinance No. XX-2010 on first reading.

Motion failed for lack of a second.

Mayor Mulder stated if it was something that the Commission should consider it should be reviewed by or direction given to staff to review it for an adoption of an Ordinance that is drafted by the City's staff. There is a Code of Ethics in State law that exists that addresses this for public officers which the City Manager and City Attorney via the City Charter fall under. He stated there are provisions in the Employee Handbook that speak exactly to this kind of behavior and have been adopted administratively and by the Commission over the years.

Commissioner Denizac stated the International City Manager Association's (ICMA) Code of Conduct and the City Charter prohibits the City Manager from participating in political activity, however, the Commission saw a need to include a clause in the City Attorney's contract prohibiting him from getting involved in political activity and she would like to make an amendment to Ms. Miller's contract to include that same clause. She stated she is concerned regarding an email that the City Manager sent out inviting all the political candidates to meet with her and staff to go over the City's budget.

Commissioner Carmolingo stated Charter members realize that if they support any political party it is unacceptable and he thought the City Manager inviting the candidates to attend a meeting with staff on the general finances of the City was a great idea.

Vice Mayor McFall-Conte stated she does not object to Commissioner Denizac's suggestion of adding the same clause that is in the City Attorney's agreement to the City Manager's agreement but, the Commission needs to define what it means to be involved in City elections because she does not want the City Manager to feel uncomfortable answering a simple question such as "when is the next campaign report due".

Mayor Mulder asked when would be the appropriate time to amend the City Manager's agreement and Mr. Cooney replied if both parties agree all that needs to be done is a short one page addendum. Mr. Cooney stated he agreed with Vice Mayor McFall-Conte there are questions that he gets from candidates in the context of an election and it would add peace of mind if the definition of "political activity" could be defined.

Mr. Cooney stated he could provide an adequate definition he believes the Commission could agree on and the Commission would not want to preclude the normal day to day job.

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Ms. Miller stated she has mixed feelings about the suggestion. She stated Mr. Cooney's contract says "the City Attorney shall not actively participate in City elections", the former City Attorney's contract said "the attorney shall not be involved in the support for or against any future City of Deltona political candidate". She stated nothing similar to this was ever in Mr. Thompson's or Mr. Behring's contracts. She stated she is a little sensitive to the fact that she has been a City Clerk for over 20 years and she knows she would never be actively involved in any kind of political activity. She stated the City has a Code of Conduct in the personnel policies and she has an ICMA Code of Ethics so personally she feels it is covered. She stated defining "political activity" would be a major concern for her because she could just answer a question from City Clerk Joyce Kent or a member of the City Commission and be accused of being politically involved.

After discussion, the Commission concurred to authorize the City Attorney to provide some definitions of "political activity" and to add the same clause in the City Manager's contract that is in the City Attorney's agreement, if agreed to by both parties.

11. CITY COMMISSION COMMENTS:

a) Commissioner Denizac stated she is not happy to hear what was said by Mr. Johnson and she is concerned that there seems to be a trend in City Hall which seems to be that employees are recognized and then fired. She stated some of the names that come to mind are Lori Serino and Tom Burbank and this is the job of the City Manager but, she would like an explanation in a one-on-one meeting with Ms. Miller. She stated some of the people have come to her after they had been fired and she has heard stories. She stated she is concerned for the well being of the employees.

b) Commissioner Carmolingo stated he attended two (2) events over the weekend and one (1) of which was the Jazz Concert at the amphitheatre. He stated they were very professional, they had a vocalist and it was very enjoyable. He stated any residents that do not attend these concerts are missing out.

c) Commissioner Carmolingo stated he took a tour of the new Orange City High School. He stated he remembered saying he did not want the students from Deltona to go to the new high school because he wanted them to stay in Deltona but, it is beautiful and he hopes the students appreciate it.

d) Commissioner Carmolingo stated he read an article in the newspaper where a restaurant owner was opening a restaurant in Orange City for the residents of Deltona and he would like to give him a message "if you are putting it up for the people of Deltona come over to Deltona to put the restaurant up because that is where it is needed".

e) Commissioner Deyette stated she went to see Votran's first fixed route hybrid bus which had pictures of frogs all over it. She stated she was unable to take a ride on the bus because the bus driver had not started it up soon enough and it was too hot inside. She stated the bus runs on part gasoline and part electric and there are going to be nine (9) of them which were purchased with grant funds.

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- f) Commissioner Deyette stated the Volusia County Metropolitan Planning Organization (VCMPO) has changed its name to Volusia Transportation Planning Organization (VTPO).
 - g) Commissioner Deyette stated there was a nice press release that was done this week called "Florida Soars in US Bicycle Friendly State Rankings". She stated the State jumped 20 spots to rank 12th in the nation and she knows the City is trying to make its streets safer for bicycles as the roads are continually being fixed. She stated making Florida safer and more accessible for bicycles is a priority for the Florida Department of Transportation.
 - h) Commissioner Zischkau stated he would like to amplify Commissioner Denizac's remarks about the employment situation here at City Hall. When the Commission fired George Trovato as the City Attorney he was hopeful that the dark cloud had lifted from City Hall and that the City would start to come back from the low morale that existed back when Mr. Trovato was with the City to a more normal situation. He stated he is disappointed to see that this has not happened which tells him that Mr. Trovato was not the only problem although the most visible one. He stated two (2) years ago at about the time Mr. Thompson gave up his job here as City Manager there was a certain number of directors that he had hired for the departments and all of them were gone within six (6) months and he gave some examples. He stated a lot of the savings that the City Manager told the Commission about and provided Mayor Mulder with his \$3.5 million surplus and plans to give the money away are a result of letting go high level managers and as the Commission heard from Mike Johnson the "foot soldiers" as well. He stated he thinks the Commission will have to look into what it is that is causing morale among City of Deltona employees to be so low and what causes an abnormally high rate of turnover. He stated he thinks since the Commission cannot rely on the City Manager to report and regulate herself it is the job of the Commission to take a more active interest in the problem and try to seek a solution.
 - i) Vice Mayor McFall-Conte thanked staff for her time on bed rest and being able to recover at home for the past month because staff delivered the mail to her house once a week and her agenda packets even though she was not participating at the meetings but, by phone and she wanted to thank the members of the public who were understanding that she was participating by phone and why she was participating by phone. She stated there were one (1) or two (2) residents that thought it was a big conspiracy that she was participating by phone but, obviously these people have never been on bed rest with twins. She stated Ms. Miller and her staff were great, she communicated regularly by email with Ms. Miller, she communicated with Lee Lopez to make sure it was possible for her to participate via phone in the meetings and when her cordless phone was not working staff got her a land line phone so the sound would be clearer. She stated rest assured if anyone needs to participate in a meeting by phone it works well though she would have preferred attending the meetings.
 - j) Mayor Mulder welcomed Vice Mayor McFall-Conte back after her short leave of absence.
 - k) Mayor Mulder stated he sent out an email to the City Manager about the Property Assessed Clean Energy (PACE) Program which was passed and signed by the Governor. He stated it is a solar program that allows local governments to adopt optional taxing districts and he gave an example. He stated a lot of people have begun to talk about this and if it is completely optional for a lot of people paying for the solar tax is less than paying for the power bill. He stated he has not done a lot of research on it but, he thinks it would be a good idea to have staff look at it and bring the

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information back to the Commission because he thinks a lot of communities across the State will be participating in it. He stated he thinks this was something that was agreed on by both parties, it had a lot of support and the independent Governor signed it. He stated if it pleases the Commission he would like staff either in a written report or a workshop to bring the information to them as to what it would allow the residents to do, the benefits, what the staff feels the drawbacks are and the intricacies of what that legislation could provide for the City as a benefit and a drawback.

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The Commission concurred to direct staff to get more information on the PACE Program.

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Mayor Mulder stated he thinks Ms. Miller has done an amazing job under very difficult circumstances and he understands sometimes there is an environment of a conspiracy theory which does not have to be even remotely close to the truth. He stated Ms. Miller treats each member of the Commission the same and she says "no" to him on a regular basis when she does not think she has the authority to do something or does not agree with it and there are times where she tells him he needs to bring whatever it is to the whole Commission because it is not for her to decide. He stated a great City Manager administers the policy of the Commission and he thinks she has done a great job of that. He stated the rebate program he proposed may not have passed but, what it has created is quite interesting to him because the Commission spent an extensive period of time talking about how much money should be cut and how hard the staff should be working and there was a brief period of time where the City Manager could not cut enough no matter how hard she worked. He stated he could not get a unanimous vote on a budget because the City Manager had not cut enough and less than 365 days later before the Commission will be adopting the next budget some Commissioners are talking about how the City Manager has cut way too much and how unfair the process is. He stated it is a very difficult job that Ms. Miller does and he knows most of the details of what it has taken to do what she does. He stated he does not have any disrespect or feeling one way or another on any employment issues other than for the City Attorney and City Manager. He stated he sometimes hears stories like what was heard tonight, he does not know the details nor is it his job to know them because the Commission has confidence in the City Manager or it does not and there is a Human Resources Department, Legal Department and City Manager for a reason, they cannot all be wrong. He stated he heard the words "employee morale is low here" and he thinks in any organization the size of the City there is going to be some low morale no matter what and some people cannot be made happy. He stated he has talked to at least 10 employees over the last week for more than 10 minutes each, let them talk about what they wanted and he did not hear any comments regarding low morale. He stated the Commission should be careful about respecting its role as policy makers and if the Commission does not have confidence in staff then a change is made. He stated Ms. Miller takes a "beating" a lot of times and as hard as he knows she works he wanted to apologize to her for how difficult it can be to be in her position.

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m) Mayor Mulder stated he did not get to the Jazz Festival but, he understands staff did a wonderful job. The people who did attend really seemed to enjoy it and he thanked the Parks and Recreation Department for their hard work.

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n) Mayor Mulder thanked the Planning and Development Services staff because the Neighborhood Stabilization Program (NSP) has been a tough program. He stated staff has taken a lot of criticism but, it looks like the City is moving forward and he is very happy where all the

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Joyce Kent, CITY CLERK

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operations are moving and how much work it is taking to get there. 1 2 3 <u>12.</u> **CITY ATTORNEY COMMENTS:** 4 5 Mr. Cooney stated he is working on several small projects and some large projects. One of the large projects the Commission should see in the next couple of months is the rewrite of the Sign 6 Ordinance which had been undertaken by his immediate predecessor, Acting City Attorney Skip 7 Fowler, and he is working through the process right now and he is hopeful to have a draft to 8 Planning and Zoning next week for review and then it will come before the Commission. 9 10 **13. CITY MANAGER COMMENTS:** 11 12 Ms. Miller stated if any members of the Commission would like to speak with her or the Human 13 Resources Director about any personnel matters that are really administrative matters, staff is open 14 to that or they may choose to meet with the Human Resources Director without her present for 15 more information. 16 17 Ms. Miller stated she appreciated the comments made by Mayor Mulder. 18 19 20 <u>14.</u> **ADJOURNMENT:** 21 There being no further business, the meeting adjourned at 8:15 p.m. 22 23 24 25 26 27 **ATTEST: Dennis Mulder, MAYOR** 28 29 30